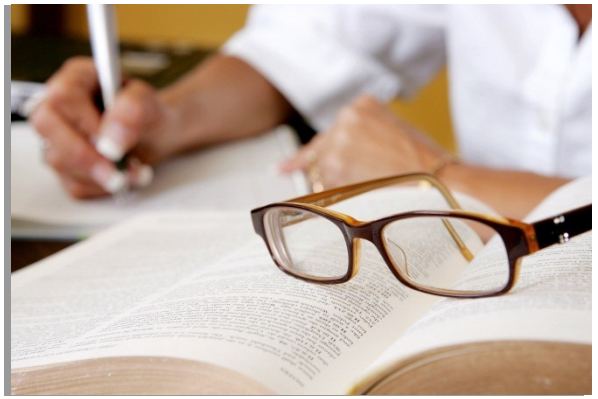
DCIPS
DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM

Lesson 8: Disciplinary, Performance-Based, and Adverse Actions

Duration: 50 minutes

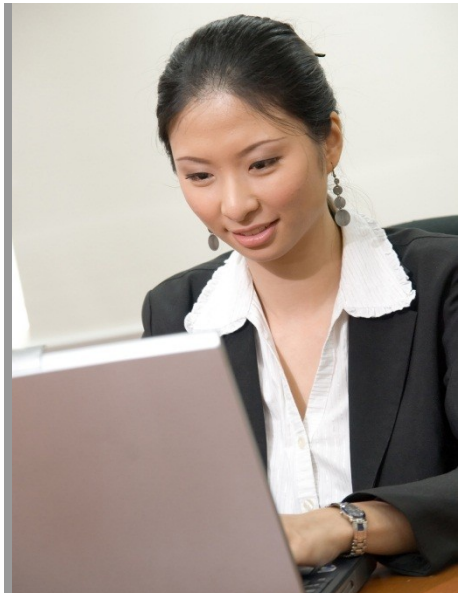
Lesson 8 Topics



- Topic 1 – Policy
- Topic 2 – Applicable Definitions
- Topic 3 – Types of Actions
- Topic 4 – Appeals to Actions
- Topic 5 – DCIPS Special Termination Authority
- Topic 6 – Post-Employment Assistance for Certain Terminated Employees

Policy

- Components shall execute disciplinary, performance-based, and adverse actions equitably and impartially
- Components must adhere to policy in Volume 2009
- Components are expected to monitor compliance with DCIPS policy
- Components shall normally employ progressive discipline



Applicable Definitions

- Adverse Action
- Disciplinary Action
- Performance-Based Action
- Progressive Discipline
- Unacceptable Performance

Types of Actions

- Each group will be assigned a type of action
  - Disciplinary action
  - Performance-based action
  - Adverse action
- 10 minutes to review the information and prepare a summary to share with the class
- There is a form to record your summaries on page 8-14_8-15 in the Participant Guide.
- While groups are summarizing, participants of the other groups should be making notes in their Participant Guides.

Appeals to Actions

- Eligible employees may appeal adverse or performance-based actions within their Component
- Appeals must be based on a **final** written decision issued by the Component
- Eligible employees can appeal performance-based actions and adverse actions, but cannot appeal a disciplinary action

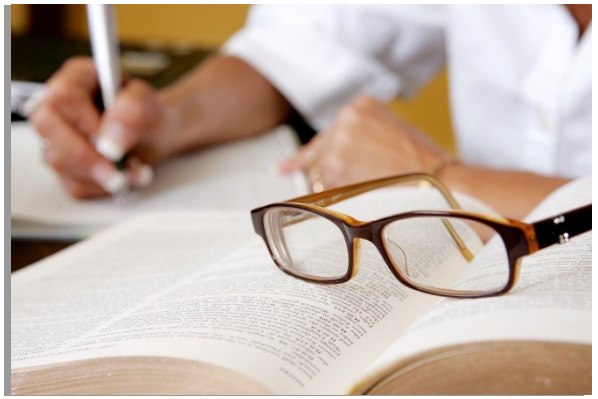
Special Termination Authority

- Special Termination Authority is appropriate only in the rarest circumstances
- Components are encouraged to work closely with their Office of General Counsel
- USD(I) must be notified and grant authority to proceed **before** a proposing official invokes this authority

Post-Employment Assistance

- Intended to address highly unusual personnel situations
- Post-employment assistance may be provided to certain terminated employees when assistance is essential to:
  - Maintain the judgment and emotional stability of the qualified former intelligence employee
  - Avoid circumstances that might lead to the unlawful unauthorized disclosure of classified information

Lesson 8 Review



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